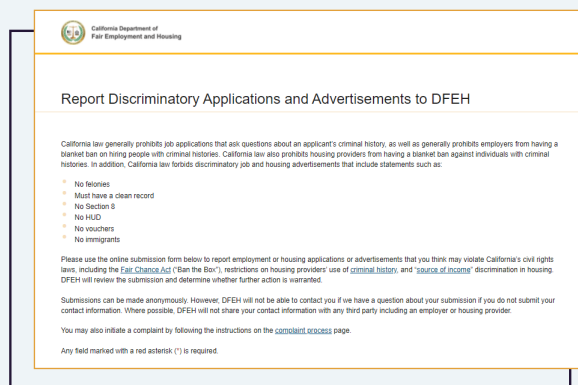




THIS JUST IN

DFEH launches portal for the public to report discriminatory applications and advertisements for jobs or housing



PUBLIC HEARING ON ALGORITHMS & BIAS

On April 30, the Fair Employment and Housing Council held a hearing examining how state law can reduce the risk that algorithms perpetuate discrimination and inequality. Watch the hearing on DFEH's YouTube channel.

HOT OFF THE PRESS

DFEH Healthcare Information on COVID-19

A pandemic of respiratory illness caused by a new coronavirus (COVID-19) currently exists in California and beyond. Governor Newsom declared a state of emergency in California on March 4, 2020. During the course of the pandemic, California experienced an unprecedented and exponential surge in COVID-19 cases that strained healthcare staffing and other medical resources.

On October 23, 2020, the California Department of Public Health (CDPH) released an [All Facilities Letter \(AFL 20-38.5\)](#) with guidance about when and under what circumstances healthcare facilities should make exceptions to "no visitor" policies. On December 28, 2020, CDPH issued a second [All Facilities Letter \(AFL 20-9\)](#) requiring certain healthcare facilities to develop and make public crisis care continuum policies, including information about how these facilities will prioritize and allocate medical care and treatment in the event healthcare rationing must take place.

Healthcare settings should adhere to the latest guidance from CDPH and other public health authorities. At the same time, healthcare settings must also adhere to applicable state and federal civil rights laws prohibiting discrimination and harassment. DFEH is providing this guidance to remind healthcare settings of their obligation to uphold civil rights laws while developing and implementing visitation and crisis care policies. This guidance is for informational purposes only and does not create any rights or obligations separate from those imposed by existing law.

FAQ

PAGE 1 OF 4 APRIL 29, 2021 / DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

DFEH Housing Information on COVID-19

A pandemic of respiratory illness caused by a new coronavirus (COVID-19) currently exists in California and beyond. Governor Newsom declared a state of emergency in California on March 4, 2020. The California Department of Fair Employment and Housing (DFEH) is providing this guidance to assist housing providers, tenants, and others with frequently asked questions about keeping housing accommodations safe during the COVID-19 pandemic while also upholding civil rights. This guidance is based on current public health information and may be updated from time to time, and replaces previous guidance issued on April 13, 2020. This guidance is for informational purposes only and does not create any rights or obligations separate from those imposed by the FEHA, its implementing regulations, and other laws.

Housing providers should adhere to the latest government guidance on how to reduce transmission of COVID-19 in their housing accommodations, including guidance from the Centers for Disease Control and Prevention (CDC) and the California Department of Public Health. At the same time, housing providers must adhere to state and federal civil rights law, including the Fair Employment and Housing Act (FEHA). The FEHA prohibits housing discrimination and harassment on the basis of race, national origin, disability, source of income, and other characteristics.

GENERAL INFORMATION

- **Are civil rights laws covering housing in effect during a pandemic?**

Yes. California's fair housing laws prohibit housing providers – including landlords, property management companies, and homeowner associations (HOAs) – from discriminating against or harassing a tenant, resident, home seeker or applicant, homeowner, and others, because of a protected characteristic. The FEHA prohibits discrimination and harassment based on a person's race, color, ancestry, national origin (including geographic places of origin, ethnic groups, and tribal affiliations), religion, mental or physical disability, sex (including pregnancy), gender, sexual orientation, gender identity, gender expression, genetic information, marital status, familial status, source of income, or military or veteran status. In addition, the Unruh Civil Rights Act, which applies to housing providers that are businesses of any kind, protects against discrimination related to age, citizenship, primary language, and immigration status, among other characteristics.

The prohibition on discrimination and harassment extends to conduct that is based on

FAQ







PAGE 1 OF 6 MAY 3, 2021 / DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

DFEH Healthcare Information on COVID-19 FAQ

DFEH Housing Information on COVID-19 FAQ

NOTE: Additional languages are available on our [Posters, Guides and Fact Sheets](#) webpage

UPCOMING EVENTS

- 
MAY 11 2021
University of California’s Employment Practices Improvement Committee (EPIC): EPIC Webinar
- 
MAY 12 2021
Employment Development Department (EDD): DFEH Training Modules to Keep EDD Outreach Workers Informed
- 
MAY 19 2021
State Council on Developmental Disability: Know Your Fair Housing Rights
- 
MAY 20 2021
University of Nevada, Las Vegas: Justice Impact Summer Institute
- 
MAY 25 2021
Disability Rights California: Building Back Better For Diversity, Equity And Inclusion: Transforming California’s Approach To Disability Employment
- 
MAY 28 2021
Compton College: EEO Training

NOTE: outreach event information is hyperlinked when available.

CASE FILINGS, SETTLEMENTS, & NEWS

Work at Department of Fair Employment and Housing

The Department of Fair Employment and Housing offers rewarding career opportunities. Becoming a member of the Department means that you are joining a family of dedicated, hardworking people responsible for protecting Californians from discrimination, hate violence, and human trafficking.

While there are DFEH offices in Los Angeles, Bakersfield, Fresno, and Fremont, all hiring is handled through the headquarters office in Elk Grove.

Current Openings

How to Apply

Current Examinations

Internships and Externships

CURRENT OPENINGS

The DFEH is recruiting for the following position(s):

Classification	Location	Final Filing Date	Description
FEH Consultant III (Specialist) Department of Fair Employment and Housing is seeking a FEH Consultant III in their Enforcement Division to provide professional, quality service and accurate information to the public by accepting, investigating, and resolving complaints of employment and housing discrimination, denial of services by a public accommodation, and acts of hate violence under the Fair Employment and Housing Act, Title VII Civil Rights Act, and the Unruh Civil Rights Act. This is the nonregulatory, technical specialist FEH Consultant level position.	Enforcement Division/Housing unit - Elk Grove	March 7, 2021	Job Statement Open Position More info: To obtain list eligibility, please take the Staff Services Manager I or General Investigator exam. DFEH Form Bulletin

DFEH Is Hiring For Multiple Positions

Assistant Chief Counsel,
FEH Consultant, Staff Services
Manager, Associate
Governmental Program Analyst,
and Information Technology
Associate and Specialist vacancies

